

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE	PAGE OF PAGES 1 18
2. AMENDMENT/MODIFICATION NO. AMENDMENT 3		3. EFFECTIVE DATE 08/16/2000	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (IF APPLICABLE)
6. Issued By GSA, PBS, FACILITIES & PROTECTION SERVICES FACILITY OPERATIONS (PROCUREMENT) 10PMM 400 15 th STREET SW AUBURN, WA 98001-6599		Code	7. ADMINISTERED BY (If other than Item 6) Code	
8. Name and Address of Contractor (No., street, county, State and ZIP Code)			(x) X	9A. AMENDMENT OF SOLICITATION NO. GS-10P-00-LSD-0031 9B. DATED (SEE ITEM 11) 5/16/00 10A. MODIFICATION OF CONTRACT/ORDER NO. 10B. DATED (SEE ITEM 13)
CODE		FACILITY CODE		

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

<input checked="" type="checkbox"/>	The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of Offers	<input checked="" type="checkbox"/>	is extended	<input type="checkbox"/>	is not extended.
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Offer's must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

(a) By completing Items 8 and 15, and returning ___1___ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

(X)	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO : (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF :
	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor ☐ is not, ☐ is required to sign this document and return _____ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
THIS NOTICE CONSTITUTES AMENDMENT NO. 03 TO THE SOLICITATION FOR ARMED GUARD SERVICES, VARIOUS LOCATIONS, WESTERN WASHINGTON. Contractors shall acknowledge all amendment(s) in their bids. This notice serves, as the official amendment to subject solicitation. This amendment is issued to change the closing date of the solicitation to August 28, 2000 at 4:00 P.M. All final proposal must be received by this date to be considered for award.

SEE ATTACHED SHEETS.

Except as provided herein, all terms and conditions of the document referenced in item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED
(Signature of person authorized to sign)		BY _____ (Signature of Contracting Officer)	

Amendment 3 to solicitation GS-10P-00-LSD-0031, is issued to include the following changes:

1. Change the closing date of the solicitation to August 28, 2000 at 4:00 p.m. All final proposals must be received by this date to be considered for award.
2. Delete the requirement for a Contract Manager. On page C-9, paragraph C-7.1 Contract Manager is deleted in its entirety (Subparagraphs 1-7). This contract will only require an Area/On-site supervisor.
3. Incorporate the wage determinations recently received by the Department of Labor. Wage Determination No 1994-2559, Rev. 16, dated 6/5/2000 for Clallam, Grays Harbor, Jefferson, Kitsap and Mason counties has changed the Guard II rate from \$11.76 per hour to \$12.17 per hour. Wage Determination No. 1994-2567, Rev. 14, dated 6/4/2000, for Lewis, Pierce and Thurston counties has changed the Guard II rate from \$9.51 per hour to \$9.84 per hour. These wages must be paid to any employee working under the resultant contract.
4. Include clause 52.215-5, Facsimile Proposals (Oct 1997). Final Offers will be accepted by facsimile. The clause reads as follows:
 - (a) *Definition.* "Facsimile proposal," as used in this provision, means a proposal, revision or modification of a proposal, or withdrawal of a proposal that is transmitted to and received by the Government via facsimile machine.
 - (b) Offerors may submit facsimile proposals as responses to this solicitation. Facsimile proposals are subject to the same rules as paper proposals.
 - (c) The telephone number of receiving facsimile equipment is: 253 804-4845 OR 253 931-7143.
 - (d) If any portion of a facsimile proposal received by the Contracting Officer is unreadable to the degree that conformance to the essential requirements of the solicitation cannot be ascertained from the document--
 - (1) The Contracting Officer immediately shall notify the offeror and permit the offeror to resubmit the proposal;
 - (2) The method and time for resubmission shall be prescribed by the Contracting Officer after consultation with the offeror; and
 - (3) The resubmission shall be considered as if it were received at the date and time of the original unreadable submission for the purpose of determining timeliness, provided the offeror complies with the time and format requirements for resubmission prescribed by the Contracting Officer.
 - (e) The Government reserves the right to make award solely on the facsimile proposal. However, if requested to do so by the Contracting Officer, the apparently successful offeror promptly shall submit the complete original signed proposal.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W.Gross Division of
Director Wage Determinations

State: Washington

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 1994-2559
Revision No.: 16
Date Of Last Revision: 06/05/2000

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Mortician	18.95
School Crossing Guard (Crosswalk Attendant)	9.95
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.28
Accounting Clerk II	10.69
Accounting Clerk III	12.43
Accounting Clerk IV	14.02
Court Reporter	12.87
Dispatcher, Motor Vehicle	12.87
Document Preparation Clerk	10.95
Duplicating Machine Operator	10.95
Film/Tape Librarian	11.02
General Clerk I	7.78
General Clerk II	8.75
General Clerk III	10.12
General Clerk IV	10.72
Housing Referral Assistant	14.31
Key Entry Operator I	10.13
Key Entry Operator II	11.19
Messenger (Courier)	7.78
Order Clerk I	8.69
Order Clerk II	12.10
Personnel Assistant (Employment) I	10.11
Personnel Assistant (Employment) II	10.72
Personnel Assistant (Employment) III	11.93
Personnel Assistant (Employment) IV	13.38
Production Control Clerk	14.31
Rental Clerk	10.84
Scheduler, Maintenance	10.90
Secretary I	11.02
Secretary II	12.87
Secretary III	14.31
Secretary IV	15.88
Secretary V	19.06
Service Order Dispatcher	10.84
Stenographer I	12.69
Stenographer II	14.25
Supply Technician	15.88
Survey Worker (Interviewer)	12.87
Switchboard Operator-Receptionist	9.59
Test Examiner	12.87
Test Proctor	12.87
Travel Clerk I	8.77
Travel Clerk II	9.54
Travel Clerk III	10.12
Word Processor I	10.92
Word Processor II	12.36
Word Processor III	13.89
Automatic Data Processing Occupations	
Computer Data Librarian	10.87
Computer Operator I	10.87
Computer Operator II	12.16
Computer Operator III	13.55
Computer Operator IV	15.77

Computer Operator V	17.47
Computer Programmer I (1)	11.90
Computer Programmer II (1)	15.06
Computer Programmer III (1)	17.91
Computer Programmer IV (1)	21.67
Computer Systems Analyst I (1)	15.61
Computer Systems Analyst II (1)	18.10
Computer Systems Analyst III (1)	21.36
Peripheral Equipment Operator	10.87
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.54
Automotive Glass Installer	16.43
Automotive Worker	16.43
Electrician, Automotive	17.24
Mobile Equipment Service	15.33
Motor Equipment Metal Mechanic	17.54
Motor Equipment Metal Worker	16.43
Motor Vehicle Mechanic	17.54
Motor Vehicle Mechanic Helper	14.76
Motor Vehicle Upholstery Worker	16.19
Motor Vehicle Wrecker	16.43
Painter, Automotive	16.97
Radiator Repair Specialist	16.43
Tire Repairer	14.81
Transmission Repair Specialist	17.54
Food Preparation and Service Occupations	
Baker	12.59
Cook I	11.74
Cook II	12.59
Dishwasher	9.95
Food Service Worker	9.39
Meat Cutter	12.59
Waiter/Waitress	10.44
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.97
Furniture Handler	14.68
Furniture Refinisher	16.97
Furniture Refinisher Helper	14.76
Furniture Repairer, Minor	15.88
Upholsterer	16.97
General Services and Support Occupations	
Cleaner, Vehicles	9.95
Elevator Operator	9.95
Gardener	11.74
House Keeping Aid I	9.33
House Keeping Aid II	9.95
Janitor	9.95
Laborer, Grounds Maintenance	10.44
Maid or Houseman	9.39
Pest Controller	12.16
Refuse Collector	9.95
Tractor Operator	11.31
Window Cleaner	10.44
Health Occupations	
Dental Assistant	11.18
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.34
Licensed Practical Nurse I	8.90
Licensed Practical Nurse II	9.99
Licensed Practical Nurse III	11.18
Medical Assistant	9.99
Medical Laboratory Technician	9.99
Medical Record Clerk	9.99
Medical Record Technician	13.85

Nursing Assistant I	7.26
Nursing Assistant II	8.16
Nursing Assistant III	8.90
Nursing Assistant IV	9.99
Pharmacy Technician	12.46
Phlebotomist	9.99
Registered Nurse I	13.85
Registered Nurse II	16.94
Registered Nurse II, Specialist	16.94
Registered Nurse III	20.50
Registered Nurse III, Anesthetist	20.50
Registered Nurse IV	24.57
Information and Arts Occupations	
Audiovisual Librarian	13.90
Exhibits Specialist I	15.49
Exhibits Specialist II	17.62
Exhibits Specialist III	21.19
Illustrator I	15.49
Illustrator II	17.62
Illustrator III	21.19
Librarian	19.06
Library Technician	12.87
Photographer I	13.09
Photographer II	15.49
Photographer III	18.04
Photographer IV	21.19
Photographer V	25.63
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.11
Counter Attendant	7.11
Dry Cleaner	8.23
Finisher, Flatwork, Machine	7.11
Presser, Hand	7.11
Presser, Machine, Drycleaning	7.11
Presser, Machine, Shirts	7.11
Presser, Machine, Wearing Apparel, Laundry	7.11
Sewing Machine Operator	8.79
Tailor	9.32
Washer, Machine	7.45
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.97
Tool and Die Maker	19.18
Material Handling and Packing Occupations	
Forklift Operator	15.35
Fuel Distribution System Operator	15.20
Material Coordinator	13.38
Material Expediter	13.38
Material Handling Laborer	13.58
Order Filler	13.15
Production Line Worker (Food Processing)	12.45
Shipping Packer	8.05
Shipping/Receiving Clerk	12.01
Stock Clerk (Shelf Stocker; Store Worker II)	13.81
Store Worker I	12.23
Tools and Parts Attendant	12.76
Warehouse Specialist	12.45
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.23
Aircraft Mechanic Helper	14.76
Aircraft Quality Control Inspector	18.10
Aircraft Servicer	15.88
Aircraft Worker	16.43
Appliance Mechanic	16.97

Bicycle Repairer	14.81
Cable Splicer	17.54
Carpenter, Maintenance	16.97
Carpet Layer	16.43
Electrician, Maintenance	17.54
Electronics Technician, Maintenance I	16.43
Electronics Technician, Maintenance II	16.97
Electronics Technician, Maintenance III	17.54
Fabric Worker	15.88
Fire Alarm System Mechanic	17.54
Fire Extinguisher Repairer	15.69
Fuel Distribution System Mechanic	17.54
General Maintenance Worker	16.43
Heating, Refrigeration and Air Conditioning Mechanic	17.54
Heavy Equipment Mechanic	17.54
Heavy Equipment Operator	17.54
Instrument Mechanic	17.54
Laborer	11.44
Locksmith	16.97
Machinery Maintenance Mechanic	17.54
Machinist, Maintenance	17.54
Maintenance Trades Helper	14.76
Millwright	17.54
Office Appliance Repairer	16.97
Painter, Aircraft	16.97
Painter, Maintenance	16.97
Pipefitter, Maintenance	17.54
Plumber, Maintenance	16.97
Pneudraulic Systems Mechanic	17.54
Rigger	16.97
Scale Mechanic	16.43
Sheet-Metal Worker, Maintenance	17.54
Small Engine Mechanic	16.43
Telecommunication Mechanic I	17.54
Telecommunication Mechanic II	18.10
Telephone Lineman	17.54
Welder, Combination, Maintenance	17.54
Well Driller	17.54
Woodcraft Worker	17.54
Woodworker	16.19
Miscellaneous Occupations	
Animal Caretaker	10.90
Carnival Equipment Operator	11.31
Carnival Equipment Repairer	11.75
Carnival Worker	9.95
Desk Clerk	9.28
Embalmer	18.95
Lifeguard	6.92
Park Attendant (Aide)	8.70
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.92
Recreation Specialist	12.56
Recycling Worker	11.31
Sales Clerk	6.92
Sport Official	6.92
Survey Party Chief (Chief of Party)	13.50
Surveying Aide	6.34
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.70
Swimming Pool Operator	12.59
Vending Machine Attendant	11.31
Vending Machine Repairer	12.59
Vending Machine Repairer Helper	11.31
Personal Needs Occupations	
Child Care Attendant	6.63

Child Care Center Clerk	8.27
Chore Aid	9.39
Homemaker	12.16
Plant and System Operation Occupations	
Boiler Tender	17.54
Sewage Plant Operator	16.97
Stationary Engineer	17.54
Ventilation Equipment Tender	14.76
Water Treatment Plant Operator	16.97
Protective Service Occupations	
Alarm Monitor	12.17
Corrections Officer	18.00
Court Security Officer	19.26
Detention Officer	18.00
Firefighter	19.55
Guard I	8.16
Guard II	12.17
Police Officer	22.10
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.86
Hatch Tender	13.86
Line Handler	13.86
Stevedore I	13.38
Stevedore II	14.31
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.66
Air Traffic Control Specialist, Station (2)	18.39
Air Traffic Control Specialist, Terminal (2)	20.24
Archeological Technician I	12.87
Archeological Technician II	14.40
Archeological Technician III	17.82
Cartographic Technician	17.82
Cashier	6.34
Civil Engineering Technician	17.82
Computer Based Training (CBT) Specialist/ Instructor	15.61
Drafter I	11.32
Drafter II	13.09
Drafter III	15.49
Drafter IV	17.82
Engineering Technician I	11.32
Engineering Technician II	13.09
Engineering Technician III	15.49
Engineering Technician IV	17.82
Engineering Technician V	21.80
Engineering Technician VI	26.36
Environmental Technician	15.77
Flight Simulator/Instructor (Pilot)	18.10
Graphic Artist	16.51
Instructor	18.95
Laboratory Technician	14.12
Mathematical Technician	15.77
Paralegal/Legal Assistant I	12.87
Paralegal/Legal Assistant II	15.88
Paralegal/Legal Assistant III	19.43
Paralegal/Legal Assistant IV	22.80
Photooptics Technician	15.77
Technical Writer	22.93
Unexploded (UXO) Safety Escort	16.94
Unexploded (UXO) Sweep Personnel	16.94
Unexploded Ordnance (UXO) Technician I	16.94
Unexploded Ordnance (UXO) Technician II	20.50
Unexploded Ordnance (UXO) Technician III	24.57
Weather Observer, Combined Upper Air and Surface Programs (3)	13.55

Weather Observer, Senior (3)	15.77
Weather Observer, Upper Air (3)	13.55
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.31
Parking and Lot Attendant	10.46
Shuttle Bus Driver	12.35
Taxi Driver	11.89
Truckdriver, Heavy Truck	15.06
Truckdriver, Light Truck	12.35
Truckdriver, Medium Truck	12.96
Truckdriver, Tractor-Trailer	15.06

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the

wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be

submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2567
Revision No.: 14
Date Of Last Revision: 06/04/2000

State: Washington

Area: Washington Counties of Lewis, Pierce, Thurston

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Mortician	16.94
School Crossing Guard (Crosswalk Attendant)	8.83
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.79
Accounting Clerk II	10.99
Accounting Clerk III	12.26
Accounting Clerk IV	14.79
Court Reporter	12.17
Dispatcher, Motor Vehicle	10.10
Document Preparation Clerk	9.41
Duplicating Machine Operator	9.41
Film/Tape Librarian	11.02
General Clerk I	7.64
General Clerk II	8.60
General Clerk III	9.41
General Clerk IV	10.56
Housing Referral Assistant	14.08
Key Entry Operator I	9.44
Key Entry Operator II	10.93
Messenger (Courier)	7.64
Order Clerk I	9.11
Order Clerk II	9.95
Personnel Assistant (Employment) I	9.81
Personnel Assistant (Employment) II	11.02
Personnel Assistant (Employment) III	12.17
Personnel Assistant (Employment) IV	14.08
Production Control Clerk	14.08
Rental Clerk	11.02
Scheduler, Maintenance	11.02
Secretary I	11.02
Secretary II	12.17
Secretary III	14.08
Secretary IV	15.65
Secretary V	17.33
Service Order Dispatcher	11.02
Stenographer I	11.45
Stenographer II	13.01
Supply Technician	14.50
Survey Worker (Interviewer)	12.17
Switchboard Operator-Receptionist	9.62
Test Examiner	12.17
Test Proctor	12.17

Travel Clerk I	9.53
Travel Clerk II	10.38
Travel Clerk III	11.17
Word Processor I	10.65
Word Processor II	10.98
Word Processor III	12.29
Automatic Data Processing Occupations	
Computer Data Librarian	12.46
Computer Operator I	11.25
Computer Operator II	12.59
Computer Operator III	15.11
Computer Operator IV	16.79
Computer Operator V	18.59
Computer Programmer I (1)	13.11
Computer Programmer II (1)	15.94
Computer Programmer III (1)	20.91
Computer Programmer IV (1)	24.80
Computer Systems Analyst I (1)	19.35
Computer Systems Analyst II (1)	22.97
Computer Systems Analyst III (1)	27.04
Peripheral Equipment Operator	12.46
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.00
Automotive Glass Installer	16.91
Automotive Worker	16.91
Electrician, Automotive	18.00
Mobile Equipment Service	15.33
Motor Equipment Metal Mechanic	18.00
Motor Equipment Metal Worker	16.91
Motor Vehicle Mechanic	18.00
Motor Vehicle Mechanic Helper	15.33
Motor Vehicle Upholstery Worker	16.91
Motor Vehicle Wrecker	16.91
Painter, Automotive	17.45
Radiator Repair Specialist	16.91
Tire Repairer	14.81
Transmission Repair Specialist	18.00
Food Preparation and Service Occupations	
Baker	11.01
Cook I	9.99
Cook II	11.01
Dishwasher	8.83
Food Service Worker	8.83
Meat Cutter	11.01
Waiter/Waitress	9.27
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.45
Furniture Handler	15.33
Furniture Refinisher	17.45
Furniture Refinisher Helper	15.33
Furniture Repairer, Minor	16.37
Upholsterer	16.91
General Services and Support Occupations	
Cleaner, Vehicles	8.83
Elevator Operator	8.83
Gardener	9.73
House Keeping Aid I	8.33
House Keeping Aid II	8.83
Janitor	8.83
Laborer, Grounds Maintenance	8.83
Maid or Houseman	8.33
Pest Controller	13.79
Refuse Collector	8.83

Tractor Operator	10.05
Window Cleaner	9.27
Health Occupations	
Dental Assistant	11.18
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.18
Licensed Practical Nurse I	8.90
Licensed Practical Nurse II	9.99
Licensed Practical Nurse III	11.18
Medical Assistant	9.99
Medical Laboratory Technician	9.99
Medical Record Clerk	9.99
Medical Record Technician	13.85
Nursing Assistant I	7.26
Nursing Assistant II	8.16
Nursing Assistant III	8.90
Nursing Assistant IV	9.99
Pharmacy Technician	12.46
Phlebotomist	9.99
Registered Nurse I	13.85
Registered Nurse II	16.94
Registered Nurse II, Specialist	16.94
Registered Nurse III	20.50
Registered Nurse III, Anesthetist	20.50
Registered Nurse IV	24.57
Information and Arts Occupations	
Audiovisual Librarian	15.65
Exhibits Specialist I	15.41
Exhibits Specialist II	19.04
Exhibits Specialist III	23.31
Illustrator I	15.41
Illustrator II	19.04
Illustrator III	23.31
Librarian	17.33
Library Technician	11.51
Photographer I	13.79
Photographer II	15.41
Photographer III	19.04
Photographer IV	23.31
Photographer V	28.30
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.11
Counter Attendant	7.11
Dry Cleaner	9.09
Finisher, Flatwork, Machine	7.11
Presser, Hand	7.11
Presser, Machine, Drycleaning	7.11
Presser, Machine, Shirts	7.11
Presser, Machine, Wearing Apparel, Laundry	7.11
Sewing Machine Operator	9.77
Tailor	10.46
Washer, Machine	7.72
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.91
Tool and Die Maker	19.55
Material Handling and Packing Occupations	
Forklift Operator	15.35
Fuel Distribution System Operator	15.87
Material Coordinator	12.54
Material Expediter	12.54
Material Handling Laborer	11.73
Order Filler	12.87
Production Line Worker (Food Processing)	11.73
Shipping Packer	12.54

Shipping/Receiving Clerk	12.54
Stock Clerk (Shelf Stocker; Store Worker II)	14.42
Store Worker I	12.23
Tools and Parts Attendant	13.33
Warehouse Specialist	11.73
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.00
Aircraft Mechanic Helper	15.33
Aircraft Quality Control Inspector	18.57
Aircraft Servicer	16.37
Aircraft Worker	16.91
Appliance Mechanic	16.91
Bicycle Repairer	14.81
Cable Splicer	18.00
Carpenter, Maintenance	17.45
Carpet Layer	16.91
Electrician, Maintenance	21.22
Electronics Technician, Maintenance I	16.91
Electronics Technician, Maintenance II	19.23
Electronics Technician, Maintenance III	20.63
Fabric Worker	15.33
Fire Alarm System Mechanic	18.00
Fire Extinguisher Repairer	16.37
Fuel Distribution System Mechanic	18.00
General Maintenance Worker	13.28
Heating, Refrigeration and Air Conditioning Mechanic	18.00
Heavy Equipment Mechanic	18.00
Heavy Equipment Operator	18.00
Instrument Mechanic	18.00
Laborer	8.83
Locksmith	16.91
Machinery Maintenance Mechanic	18.10
Machinist, Maintenance	18.10
Maintenance Trades Helper	12.47
Millwright	18.10
Office Appliance Repairer	16.35
Painter, Aircraft	17.45
Painter, Maintenance	17.45
Pipefitter, Maintenance	18.00
Plumber, Maintenance	17.45
Pneudraulic Systems Mechanic	18.00
Rigger	17.45
Scale Mechanic	16.35
Sheet-Metal Worker, Maintenance	18.00
Small Engine Mechanic	16.35
Telecommunication Mechanic I	18.00
Telecommunication Mechanic II	18.57
Telephone Lineman	18.00
Welder, Combination, Maintenance	18.00
Well Driller	18.00
Woodcraft Worker	17.45
Woodworker	16.91
Miscellaneous Occupations	
Animal Caretaker	9.69
Carnival Equipment Operator	10.05
Carnival Equipment Repairer	10.42
Carnival Worker	8.83
Desk Clerk	10.80
Embalmer	16.94
Lifeguard	9.62
Park Attendant (Aide)	12.08
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.62
Recreation Specialist	12.55

Recycling Worker	9.99
Sales Clerk	9.62
Sport Official	9.62
Survey Party Chief (Chief of Party)	25.62
Surveying Aide	12.42
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.03
Swimming Pool Operator	9.66
Vending Machine Attendant	8.63
Vending Machine Repairer	11.01
Vending Machine Repairer Helper	9.42
Personal Needs Occupations	
Child Care Attendant	9.39
Child Care Center Clerk	11.70
Chore Aid	8.33
Homemaker	13.00
Plant and System Operation Occupations	
Boiler Tender	17.45
Sewage Plant Operator	17.45
Stationary Engineer	18.00
Ventilation Equipment Tender	15.33
Water Treatment Plant Operator	17.45
Protective Service Occupations	
Alarm Monitor	9.84
Corrections Officer	18.00
Court Security Officer	19.26
Detention Officer	18.00
Firefighter	19.61
Guard I	6.73
Guard II	9.84
Police Officer	22.10
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.04
Hatch Tender	13.04
Line Handler	13.04
Stevedore I	12.61
Stevedore II	13.48
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.66
Air Traffic Control Specialist, Station (2)	18.39
Air Traffic Control Specialist, Terminal (2)	20.24
Archeological Technician I	15.36
Archeological Technician II	17.18
Archeological Technician III	21.28
Cartographic Technician	21.28
Cashier	8.81
Civil Engineering Technician	21.28
Computer Based Training (CBT) Specialist/ Instructor	19.35
Drafter I	13.56
Drafter II	15.22
Drafter III	17.18
Drafter IV	21.28
Engineering Technician I	13.56
Engineering Technician II	15.22
Engineering Technician III	17.18
Engineering Technician IV	21.28
Engineering Technician V	26.02
Engineering Technician VI	31.48
Environmental Technician	16.45
Flight Simulator/Instructor (Pilot)	22.97
Graphic Artist	19.35
Instructor	17.40
Laboratory Technician	12.12
Mathematical Technician	16.45

Paralegal/Legal Assistant I	12.87
Paralegal/Legal Assistant II	14.49
Paralegal/Legal Assistant III	16.05
Paralegal/Legal Assistant IV	17.33
Photooptics Technician	16.45
Technical Writer	16.94
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.50
Unexploded Ordnance (UXO) Technician III	24.57
Weather Observer, Combined Upper Air and Surface Programs (3)	15.10
Weather Observer, Senior (3)	16.79
Weather Observer, Upper Air (3)	15.10
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.17
Parking and Lot Attendant	8.95
Shuttle Bus Driver	10.97
Taxi Driver	10.57
Truckdriver, Heavy Truck	16.57
Truckdriver, Light Truck	10.97
Truckdriver, Medium Truck	14.17
Truckdriver, Tractor-Trailer	16.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium

of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.